

W91248-06-Q-0065

SEWING, ALTERATIONS AND LAUNDRY SERVICE .

POC: Major Robert Sigler, 798-7881

This is a combined synopsis/solicitation for commercial items prepared in accordance with the format in Subpart 12.6, as supplemented with additional information included in this notice. This announcement constitutes the only solicitation; quotes are being requested and a written solicitation will not be issued. Solicitation number W91248-06-Q-0065 is issued as a Request for Quote (RFQ). The solicitation document and incorporated provisions and clauses are those in effect through Federal Acquisition Circular 2005-11. Acquisition is set aside for small business concerns. The NAICS Code is 812320 and the small business size standard is \$6,000,000. The Offer Schedule (contract line item number(s), items, quantities), Wage Determination 1994-2295 Revision 26 and 1994-2495 Revision 30 can be accessed at website <http://doc.campbell.army.mil/>. Performance period is for one (1) 12-Month Period plus 4 option years. Performance is required to start on or about 1 September 2006. The provision at 52.212-1 Instructions to Offerors—Commercial Items, is applicable and is tailored as follows: Paragraphs (b)(5), (d), (e) and (h) are deleted. This provision is further added to incorporate 52.252-1 Solicitation Provisions Incorporated by Reference (Fill-in information - www.gsa.gov); 52.216-1 Type of Contract (Fill-in information, “firm fixed-price”); and 252.204-7001 Commercial and Government Entity (CAGE) Code Reporting. The provision at 52.212-2 Evaluation—Commercial Items is applicable; evaluation factors are Past Performance and price. The Government intends to make a single award to the responsive and responsible offeror whose offer is most advantageous to the Government considering price and non-price related factors. The successful offeror must be registered in CCR (Central Contractor Registration). CCR website is <https://www.ccr.dlis.dla.mil/ccr/scripts/index.html>. Offerors are instructed to submit completed copies of FAR Provision 52.212-3, Offeror Representations and Certifications—Commercial Items, and DFARS Provision 252.212-7000 Offeror Representations and Certifications—Commercial Items, with offers. The following clauses apply: 52.212-4, Contract Terms and Conditions—Commercial Items; 52.232-17 Interest; 52.252-2 Clauses Incorporated by Reference (Fill-in information - www.gsa.gov); 252.201-7000 Contracting Officer’s Representative; 252.204-7003 Control of Government Personnel Work Product; 252.204-7004 Required Central Contractor Registration; 52.217-5 Evaluation of options; 52.217-9 Options to Extend the Term of the Contract (Fill in information 30 Calendar Days, 60 Calendar Days); 52.232-19 Availability of Funds for the Next Fiscal Year (Fill in information 30 September 2006, 01 October 2007); 52.222-42 Statement of Equivalent Rates for Federal Hires (Fill in information (HR + Fringes = rate) 15040 Dry Cleaner \$16.67; 15190 Sewing Machine Operator \$18.17; 15220 Tailor \$19.64; 15250 Washer, Machine \$13.69; 15160 Presser, Machine Wearing Apparel Laundry \$12.21); 52.222-43 Fair Labor Standards Act and

Service Contract Act-Price Adjustment; 252.243-7001 Pricing of Contract Modifications. The clause at 52.212-5, Contract Terms and Conditions Required To Implement Statutes or Executive Orders—Commercial Items, applies to this acquisition and the following additional FAR clauses cited within the clause also apply: 52.219-6 Notice of Total Small Business Set Aside; 52.219-8 Utilization of Small Business Concerns; 52.219-14 Limitations of Subcontracting; 52.222-21 Prohibition of Segregated Facilities; 52.222-26 Equal Opportunity; 52.222-35 Equal Opportunity for Special Disabled Veterans, Veterans of the Vietnam Era, and Other Eligible Veterans.; 52.222-36 Affirmative Action for Workers with Disabilities; 52.222-37 Employment Reports on Special Disabled Veterans, Veterans of the Vietnam Era, and other Eligible Veterans; 52.232-33 Payment by Electronic Funds Transfer—Central Contractor Registration; 52.222-41 Service Contract Act of 1965 as Amended, and 52.212-42 Statement of Equivalent Rates for Federal Hires; DFARS 252.212-7001 Contract Terms and Conditions Required to Implement Statutes or Executive Orders Applicable to Defense Acquisitions of Commercial Items is applicable and the following additional DFARS clauses cited within the clause are also applicable: 52.203-3 Gratuities; 252.232-7000 Electronic Submission of Payment Requests; and 252.243-7002 Requests for Equitable Adjustment. See numbered Note 1. Offers are due not later than 4:00 P.M. 21 August 2006. All responsible concerns may submit an offer which will be considered by the agency. Email (robert.sigler@us.army.mil) and Fax (FAX 270-798-7548) offers will be accepted. Submit offers to Army Contracting Agency Southern Region, Directorate of Contracting, ATTN: Major Robert Sigler, 2172 13 ½ Street, Fort Campbell, KY 42223-5358. Point of Contact is Major Robert Sigler, 270-798-7881, robert.sigler@us.army.mil.

OFFER SCHEDULE

<u>CLIN</u>	<u>DESCRIPTION</u>	<u>QUANTITY</u>	<u>UNIT OF ISSUE</u>	<u>UNIT PRICE</u>	<u>TOTAL PRICE</u>
-------------	--------------------	-----------------	--------------------------	-----------------------	------------------------

0001	Laundry and Dry Cleaning Services	12	Months		
------	-----------------------------------	----	--------	--	--

CONTRACTOR SHALL PICK UP AND DELIVER ALL ITEMS TO BE CLEANED FOR 24 ARMY JROTC BN'S IN THE MEMPHIS CITY SCHOOL DISTRICT. ALL ARMY UNIFORMS WILL BE ON HANGERS DRY CLEANED AND NEATLY PRESSED INCLUDING GREEN SHIRTS. BDU'S WILL BE CLEANED AND NEATLY PRESSED, FOLDED IN BUNDLES OF TEN. NECKTIES SHALL BE CLEANED AND FOLDED IN BUNDLES OF TEN. NECK TABS CAN BE BAGGED.

0001AA	BELTS	2000	EA	\$_____	\$_____
--------	-------	------	----	---------	---------

0001AB	CAP, GARR	4000	EA	\$_____	\$_____
--------	-----------	------	----	---------	---------

0001AC	COAT	3000	EA	\$_____	\$_____
--------	------	------	----	---------	---------

0001AD	COAT, BDU	900	EA	\$_____	\$_____
--------	-----------	-----	----	---------	---------

0001AE	NECK TABS AND NECK TIES	3500	EA	\$_____	\$_____
--------	-------------------------	------	----	---------	---------

0001AF	SHIRTS	3500	EA	\$_____	\$_____
--------	--------	------	----	---------	---------

0001AG	WOMEN SLACKS & MEN TROUSERS	3500	EA	\$_____	\$_____
--------	-----------------------------	------	----	---------	---------

0001AH	TROUSERS, BDU	900	EA	\$_____	\$_____
--------	---------------	-----	----	---------	---------

0001AJ	JACKETS, WINDBREAKER W/ LINER	4000	EA	\$_____	\$_____
--------	-------------------------------	------	----	---------	---------

0001AK Contractor Shall pickup all items to be altered or sewn from 24 JROTC Battalions in the Memphis City Schools System. All work will be returned to the school upon completion NLT 5 working days. All hemming must be sewn.

		4000	EA	\$_____	\$_____
--	--	------	----	---------	---------

1001	OPTION YEAR ONE	12	MONTHS		
-------------	------------------------	-----------	---------------	--	--

0001AA	BELTS	2000	EA	\$_____	\$_____
--------	-------	------	----	---------	---------

0001AB	CAP, GARR	4000	EA	\$_____	\$_____
--------	-----------	------	----	---------	---------

0001AC	COAT	3000	EA	\$_____	\$_____
--------	------	------	----	---------	---------

0001AD	COAT, BDU	900	EA	\$_____	\$_____
--------	-----------	-----	----	---------	---------

0001AE	NECK TABS AND NECK TIES	3500	EA	\$_____	\$_____
--------	-------------------------	------	----	---------	---------

0001AF	SHIRTS	3500	EA	\$_____	\$_____
--------	--------	------	----	---------	---------

0001AG	WOMEN SLACKS & MEN TROUSERS	3500	EA	\$_____	\$_____
--------	-----------------------------	------	----	---------	---------

0001AH TROUSERS, BDU	900	EA \$	\$
----------------------	-----	-------	----

0001AJ JACKETS, WINDBREAKER W/ LINER	4000	EA \$	\$
--------------------------------------	------	-------	----

0001AK Contractor Shall pickup all items to be altered or sewn from 24 JROTC Battalions in the Memphis City Schools System. All work will be returned to the school upon completion completion NLT 5 working days. All hemming must be sewn.

4000	EA \$	\$
------	-------	----

2001 OPTION YEAR TWO

12 MONTHS

0001AA BELTS	2000	EA \$	\$
--------------	------	-------	----

0001AB CAP, GARR	4000	EA \$	\$
------------------	------	-------	----

0001AC COAT	3000	EA \$	\$
-------------	------	-------	----

0001AD COAT, BDU	900	EA \$	\$
------------------	-----	-------	----

0001AE NECK TABS AND NECK TIES	3500	EA \$	\$
--------------------------------	------	-------	----

0001AF SHIRTS	3500	EA \$	\$
---------------	------	-------	----

0001AG WOMEN SLACKS & MEN TROUSERS	3500	EA \$	\$
------------------------------------	------	-------	----

0001AH TROUSERS, BDU	900	EA \$	\$
----------------------	-----	-------	----

0001AJ JACKETS, WINDBREAKER W/ LINER	4000	EA \$	\$
--------------------------------------	------	-------	----

0001AK Contractor Shall pickup all items to be altered or sewn from 24 JROTC Battalions in the Memphis City Schools System. All work will be returned to the school upon completion completion NLT 5 working days. All hemming must be sewn.

4000	EA \$	\$
------	-------	----

3001 OPTION YEAR THREE

12 MONTHS

0001AA BELTS	2000	EA \$	\$
--------------	------	-------	----

0001AB CAP, GARR	4000	EA \$	\$
------------------	------	-------	----

0001AC COAT	3000	EA \$	\$
-------------	------	-------	----

0001AD COAT, BDU	900	EA \$	\$
------------------	-----	-------	----

0001AE NECK TABS AND NECK TIES	3500	EA \$	\$
--------------------------------	------	-------	----

0001AF SHIRTS	3500	EA \$	\$
---------------	------	-------	----

0001AG WOMEN SLACKS & MEN TROUSERS	3500	EA \$	\$
------------------------------------	------	-------	----

0001AH TROUSERS, BDU	900	EA \$	\$
----------------------	-----	-------	----

0001AJ JACKETS, WINDBREAKER W/ LINER	4000	EA \$	\$
--------------------------------------	------	-------	----

0001AK Contractor Shall pickup all items to be altered or sewn from 24 JROTC Battalions in the Memphis City Schools System. All work will be returned to the school upon completion completion NLT 5 working days. All hemming must be sewn.

4000	EA \$	\$
------	-------	----

4001	OPTION YEAR FOUR	12	MONTHS
-------------	-------------------------	-----------	---------------

0001AA BELTS	2000	EA \$	\$
--------------	------	-------	----

0001AB CAP, GARR	4000	EA \$	\$
------------------	------	-------	----

0001AC COAT	3000	EA \$	\$
-------------	------	-------	----

0001AD COAT, BDU	900	EA \$	\$
------------------	-----	-------	----

0001AE NECK TABS AND NECK TIES	3500	EA \$	\$
--------------------------------	------	-------	----

0001AF SHIRTS	3500	EA \$	\$
---------------	------	-------	----

0001AG WOMEN SLACKS & MEN TROUSERS	3500	EA \$	\$
------------------------------------	------	-------	----

0001AH TROUSERS, BDU	900	EA \$	\$
----------------------	-----	-------	----

0001AJ JACKETS, WINDBREAKER W/ LINER	4000	EA \$	\$
--------------------------------------	------	-------	----

High School	Location
CARVER	1591 PENNSYLVANIA ST. 38109
CRAIGMONT	3333 COVINGTON PIKE 38128
EAST	3206 POPLAR AVE. 38111
FAIRLEY	4950 FAIRLEY RD. 38109
FRAYSER	1530 DELLWOOD AVE. 38127
HAMILTON	1363 PERSON AVE. 38106
HILLCREST	4184 GRACELAND DR. 38116
KINGSBURY	1270 N. GRAHAM ST. 38122
MANASSAS	781 FIRESTONE AVE. 38107
MELROSE	2870 DEADRICK AVE. 38114
MITCHELL	658 MITCHELL RD. 38109
NORTHSIDE	1212 VOLLINTINE AVE. 38107
OAKHAVEN	3125 LADBROOK RD. 38118
OVERTON	1770 LANIER LN. 38117
SHEFFIELD	4315 SHEFFIELD AVE. 38118
SOUTH SIDE	1880 PROSPECT ST. 38106
TREADWELL	920 N. HIGHLAND ST. 38122
TREZEVANT	3350 TREZEVANT ST. 38127
WASHINGTON	715 S. LAUDERDALE ST. 38126
WESTSIDE	3389 DAWN DR. 38127
WESTWOOD	4480 WESTMONT ST. 38109
WHITE STATION	514 S. PERKINS RD. 38117
WHITEHAVEN	4851 ELVIS PRESLEY BLVD. 38116
WOODDALE	5151 SCOTTSDALE AVE. 38118

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
 WASHINGTON D.C. 20210

William W.Gross Division of | Revision No.: 26
 Director Wage Determinations | Date Of Last Revision: 05/23/2006

State: Mississippi

Area: Mississippi Counties of Alcorn, Bolivar, Calhoun, Carroll, Chickasaw, Choctaw, Clay, Coahoma, Grenada, Itawamba, Lafayette, Lee, Leflore, Lowndes, Monroe, Montgomery, Noxubee, Oktibbeha, Panola, Pontotoc, Prentiss, Quitman, Sunflower, Tallahatchie, Tate, Tishomingo, Tunica, Union, Washington, Webster, Winston, Yalobusha

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.48
01012 - Accounting Clerk II	11.77
01013 - Accounting Clerk III	13.21
01014 - Accounting Clerk IV	14.78
01030 - Court Reporter	13.46
01050 - Dispatcher, Motor Vehicle	13.46
01060 - Document Preparation Clerk	9.69
01070 - Messenger (Courier)	9.25
01090 - Duplicating Machine Operator	9.69
01110 - Film/Tape Librarian	10.19
01115 - General Clerk I	9.88
01116 - General Clerk II	11.11
01117 - General Clerk III	11.80
01118 - General Clerk IV	13.57
01120 - Housing Referral Assistant	12.94
01131 - Key Entry Operator I	9.71
01132 - Key Entry Operator II	11.50
01191 - Order Clerk I	11.38
01192 - Order Clerk II	13.40
01261 - Personnel Assistant (Employment) I	11.31
01262 - Personnel Assistant (Employment) II	12.54
01263 - Personnel Assistant (Employment) III	13.33
01264 - Personnel Assistant (Employment) IV	15.50
01270 - Production Control Clerk	14.11
01290 - Rental Clerk	11.72
01300 - Scheduler, Maintenance	11.72
01311 - Secretary I	10.37
01312 - Secretary II	11.15
01313 - Secretary III	12.94
01314 - Secretary IV	14.38
01315 - Secretary V	15.92

01320 - Service Order Dispatcher	12.31
01341 - Stenographer I	13.14
01342 - Stenographer II	13.16
01400 - Supply Technician	16.25
01420 - Survey Worker (Interviewer)	11.05
01460 - Switchboard Operator-Receptionist	9.15
01510 - Test Examiner	11.15
01520 - Test Proctor	11.15
01531 - Travel Clerk I	9.71
01532 - Travel Clerk II	10.21
01533 - Travel Clerk III	10.75
01611 - Word Processor I	9.94
01612 - Word Processor II	11.15
01613 - Word Processor III	12.46
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11.94
03041 - Computer Operator I	11.94
03042 - Computer Operator II	14.01
03043 - Computer Operator III	15.91
03044 - Computer Operator IV	17.68
03045 - Computer Operator V	19.60
03071 - Computer Programmer I (1)	14.14
03072 - Computer Programmer II (1)	17.37
03073 - Computer Programmer III (1)	24.48
03074 - Computer Programmer IV (1)	26.83
03101 - Computer Systems Analyst I (1)	23.43
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.94
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	15.60
05010 - Automotive Glass Installer	14.30
05040 - Automotive Worker	14.30
05070 - Electrician, Automotive	14.95
05100 - Mobile Equipment Servicer	12.96
05130 - Motor Equipment Metal Mechanic	15.60
05160 - Motor Equipment Metal Worker	14.30
05190 - Motor Vehicle Mechanic	15.60
05220 - Motor Vehicle Mechanic Helper	12.27
05250 - Motor Vehicle Upholstery Worker	13.59
05280 - Motor Vehicle Wrecker	14.30
05310 - Painter, Automotive	14.95
05340 - Radiator Repair Specialist	14.30
05370 - Tire Repairer	12.52
05400 - Transmission Repair Specialist	15.60
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	7.40
07010 - Baker	10.37
07041 - Cook I	9.35
07042 - Cook II	10.37
07070 - Dishwasher	7.40
07130 - Meat Cutter	10.37
07250 - Waiter/Waitress	7.91
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	14.95
09040 - Furniture Handler	10.91

09070 - Furniture Refinisher	14.95
09100 - Furniture Refinisher Helper	12.27
09110 - Furniture Repairer, Minor	13.59
09130 - Upholsterer	14.95
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.96
11060 - Elevator Operator	9.67
11090 - Gardener	11.66
11121 - House Keeping Aid I	7.40
11122 - House Keeping Aid II	8.99
11150 - Janitor	8.41
11210 - Laborer, Grounds Maintenance	8.73
11240 - Maid or Houseman	7.08
11270 - Pest Controller	12.31
11300 - Refuse Collector	9.53
11330 - Tractor Operator	10.92
11360 - Window Cleaner	10.34
12000 - Health Occupations	
12020 - Dental Assistant	11.48
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.95
12071 - Licensed Practical Nurse I	11.38
12072 - Licensed Practical Nurse II	12.78
12073 - Licensed Practical Nurse III	14.29
12100 - Medical Assistant	9.75
12130 - Medical Laboratory Technician	14.07
12160 - Medical Record Clerk	10.27
12190 - Medical Record Technician	14.22
12221 - Nursing Assistant I	7.72
12222 - Nursing Assistant II	8.68
12223 - Nursing Assistant III	9.46
12224 - Nursing Assistant IV	10.64
12250 - Pharmacy Technician	12.79
12280 - Phlebotomist	10.64
12311 - Registered Nurse I	17.74
12312 - Registered Nurse II	21.71
12313 - Registered Nurse II, Specialist	21.71
12314 - Registered Nurse III	26.26
12315 - Registered Nurse III, Anesthetist	26.26
12316 - Registered Nurse IV	31.48
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	14.20
13011 - Exhibits Specialist I	13.27
13012 - Exhibits Specialist II	16.20
13013 - Exhibits Specialist III	20.61
13041 - Illustrator I	11.06
13042 - Illustrator II	14.06
13043 - Illustrator III	17.19
13047 - Librarian	15.04
13050 - Library Technician	11.51
13071 - Photographer I	11.28
13072 - Photographer II	12.95
13073 - Photographer III	16.04
13074 - Photographer IV	19.63
13075 - Photographer V	23.75
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	6.99

15030 - Counter Attendant	6.99	
15040 - Dry Cleaner	8.15	
15070 - Finisher, Flatwork, Machine	6.99	
15090 - Presser, Hand	6.99	
15100 - Presser, Machine, Drycleaning	6.99	
15130 - Presser, Machine, Shirts	6.99	
15160 - Presser, Machine, Wearing Apparel, Laundry		6.99
15190 - Sewing Machine Operator	8.54	
15220 - Tailor	8.93	
15250 - Washer, Machine	7.37	
19000 - Machine Tool Operation and Repair Occupations		
19010 - Machine-Tool Operator (Toolroom)		14.95
19040 - Tool and Die Maker	17.66	
21000 - Material Handling and Packing Occupations		
21010 - Fuel Distribution System Operator		13.24
21020 - Material Coordinator	14.42	
21030 - Material Expediter	14.42	
21040 - Material Handling Laborer	11.13	
21050 - Order Filler	9.58	
21071 - Forklift Operator	10.92	
21080 - Production Line Worker (Food Processing)		12.27
21100 - Shipping/Receiving Clerk	10.69	
21130 - Shipping Packer	10.69	
21140 - Store Worker I	9.45	
21150 - Stock Clerk (Shelf Stocker; Store Worker II)		11.80
21210 - Tools and Parts Attendant	13.07	
21400 - Warehouse Specialist	13.07	
23000 - Mechanics and Maintenance and Repair Occupations		
23010 - Aircraft Mechanic	17.42	
23040 - Aircraft Mechanic Helper	13.70	
23050 - Aircraft Quality Control Inspector	18.97	
23060 - Aircraft Servicer	15.18	
23070 - Aircraft Worker	15.96	
23100 - Appliance Mechanic	14.95	
23120 - Bicycle Repairer	12.52	
23125 - Cable Splicer	17.12	
23130 - Carpenter, Maintenance	14.95	
23140 - Carpet Layer	14.30	
23160 - Electrician, Maintenance	16.47	
23181 - Electronics Technician, Maintenance I		16.58
23182 - Electronics Technician, Maintenance II		17.36
23183 - Electronics Technician, Maintenance III		18.15
23260 - Fabric Worker	13.59	
23290 - Fire Alarm System Mechanic	15.60	
23310 - Fire Extinguisher Repairer	12.96	
23340 - Fuel Distribution System Mechanic	15.60	
23370 - General Maintenance Worker	14.30	
23400 - Heating, Refrigeration and Air Conditioning Mechanic		15.60
23430 - Heavy Equipment Mechanic	15.60	
23440 - Heavy Equipment Operator	13.51	
23460 - Instrument Mechanic	17.65	
23470 - Laborer	8.65	
23500 - Locksmith	14.95	
23530 - Machinery Maintenance Mechanic		15.96
23550 - Machinist, Maintenance	15.60	
23580 - Maintenance Trades Helper	12.27	

23640 - Millwright	16.92	
23700 - Office Appliance Repairer	14.95	
23740 - Painter, Aircraft	14.95	
23760 - Painter, Maintenance	14.95	
23790 - Pipefitter, Maintenance	15.60	
23800 - Plumber, Maintenance	14.95	
23820 - Pneudraulic Systems Mechanic	15.60	
23850 - Rigger	16.50	
23870 - Scale Mechanic	14.30	
23890 - Sheet-Metal Worker, Maintenance	15.60	
23910 - Small Engine Mechanic	14.30	
23930 - Telecommunication Mechanic I	16.00	
23931 - Telecommunication Mechanic II	18.65	
23950 - Telephone Lineman	15.60	
23960 - Welder, Combination, Maintenance	15.60	
23965 - Well Driller	17.16	
23970 - Woodcraft Worker	17.16	
23980 - Woodworker	12.96	
24000 - Personal Needs Occupations		
24570 - Child Care Attendant	9.15	
24580 - Child Care Center Clerk	12.91	
24600 - Chore Aid	8.45	
24630 - Homemaker	14.95	
25000 - Plant and System Operation Occupations		
25010 - Boiler Tender	16.91	
25040 - Sewage Plant Operator	14.95	
25070 - Stationary Engineer	16.91	
25190 - Ventilation Equipment Tender	12.27	
25210 - Water Treatment Plant Operator	14.95	
27000 - Protective Service Occupations		
(not set) - Police Officer	16.01	
27004 - Alarm Monitor	11.59	
27006 - Corrections Officer	13.92	
27010 - Court Security Officer	14.37	
27040 - Detention Officer	13.92	
27070 - Firefighter	13.17	
27101 - Guard I	8.80	
27102 - Guard II	13.10	
28000 - Stevedoring/Longshoremen Occupations		
28010 - Blocker and Bracer	16.96	
28020 - Hatch Tender	15.73	
28030 - Line Handler	15.73	
28040 - Stevedore I	15.25	
28050 - Stevedore II	16.79	
29000 - Technical Occupations		
21150 - Graphic Artist	18.44	
29010 - Air Traffic Control Specialist, Center (2)	31.49	
29011 - Air Traffic Control Specialist, Station (2)	21.71	
29012 - Air Traffic Control Specialist, Terminal (2)	23.92	
29023 - Archeological Technician I	11.98	
29024 - Archeological Technician II	13.28	
29025 - Archeological Technician III	16.68	
29030 - Cartographic Technician	17.41	
29035 - Computer Based Training (CBT) Specialist/ Instructor	23.43	
29040 - Civil Engineering Technician	15.29	
29061 - Drafter I	10.62	

29062 - Drafter II	11.98	
29063 - Drafter III	14.06	
29064 - Drafter IV	17.41	
29081 - Engineering Technician I	10.92	
29082 - Engineering Technician II	12.26	
29083 - Engineering Technician III	14.33	
29084 - Engineering Technician IV	17.51	
29085 - Engineering Technician V	21.41	
29086 - Engineering Technician VI	25.88	
29090 - Environmental Technician	17.81	
29100 - Flight Simulator/Instructor (Pilot)	27.62	
29160 - Instructor	18.66	
29210 - Laboratory Technician	16.74	
29240 - Mathematical Technician	17.41	
29361 - Paralegal/Legal Assistant I	12.53	
29362 - Paralegal/Legal Assistant II	14.73	
29363 - Paralegal/Legal Assistant III	16.71	
29364 - Paralegal/Legal Assistant IV	21.81	
29390 - Photooptics Technician	17.41	
29480 - Technical Writer	19.23	
29491 - Unexploded Ordnance (UXO) Technician I	20.02	
29492 - Unexploded Ordnance (UXO) Technician II	24.22	
29493 - Unexploded Ordnance (UXO) Technician III	29.03	
29494 - Unexploded (UXO) Safety Escort	20.02	
29495 - Unexploded (UXO) Sweep Personnel	20.02	
29620 - Weather Observer, Senior (3)	18.59	
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16.72	
29622 - Weather Observer, Upper Air (3)	16.72	
31000 - Transportation/ Mobile Equipment Operation Occupations		
31030 - Bus Driver	10.86	
31260 - Parking and Lot Attendant	7.40	
31290 - Shuttle Bus Driver	11.57	
31300 - Taxi Driver	8.77	
31361 - Truckdriver, Light Truck	11.57	
31362 - Truckdriver, Medium Truck	12.09	
31363 - Truckdriver, Heavy Truck	16.15	
31364 - Truckdriver, Tractor-Trailer	16.15	
99000 - Miscellaneous Occupations		
99020 - Animal Caretaker	8.35	
99030 - Cashier	7.35	
99041 - Carnival Equipment Operator	10.57	
99042 - Carnival Equipment Repairer	11.17	
99043 - Carnival Worker	8.14	
99050 - Desk Clerk	9.00	
99095 - Embalmer	17.93	
99300 - Lifeguard	10.52	
99310 - Mortician	20.02	
99350 - Park Attendant (Aide)	13.21	
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.75	
99500 - Recreation Specialist	13.73	
99510 - Recycling Worker	12.37	
99610 - Sales Clerk	9.06	
99620 - School Crossing Guard (Crosswalk Attendant)	7.40	
99630 - Sport Official	10.52	
99658 - Survey Party Chief (Chief of Party)	13.65	
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.59	

99660 - Surveying Aide	9.19
99690 - Swimming Pool Operator	12.76
99720 - Vending Machine Attendant	12.10
99730 - Vending Machine Repairer	14.67
99740 - Vending Machine Repairer Helper	12.10

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.01 per hour or \$120.40 per week or \$521.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE
{Standard Form 1444 (SF 1444)}**

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications

listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
 WASHINGTON D.C. 20210

William W.Gross Division of | Revision No.: 30
 Director Wage Determinations | Date Of Last Revision: 05/23/2006

States: Arkansas, Kentucky, Mississippi, Tennessee

Area: Arkansas Counties of Craighead, Crittenden, Cross, Lee, Mississippi, Poinsett,
 St Francis
 Kentucky Counties of Ballard, Calloway, Carlisle, Fulton, Graves, Hickman, Marshall,
 McCracken
 Mississippi Counties of Benton, De Soto, Marshall, Tippah
 Tennessee Counties of Benton, Carroll, Chester, Crockett, Decatur, Dyer, Fayette,
 Gibson, Hardeman, Hardin, Haywood, Henderson, Henry, Lake, Lauderdale, Madison,
 McNairy, Obion, Shelby, Tipton, Weakley

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.84
01012 - Accounting Clerk II	11.94
01013 - Accounting Clerk III	13.41
01014 - Accounting Clerk IV	14.87
01030 - Court Reporter	16.54
01050 - Dispatcher, Motor Vehicle	15.13
01060 - Document Preparation Clerk	11.52
01070 - Messenger (Courier)	9.64
01090 - Duplicating Machine Operator	11.38
01110 - Film/Tape Librarian	12.11
01115 - General Clerk I	9.19
01116 - General Clerk II	10.28
01117 - General Clerk III	11.81
01118 - General Clerk IV	13.96
01120 - Housing Referral Assistant	19.00
01131 - Key Entry Operator I	10.73
01132 - Key Entry Operator II	11.38
01191 - Order Clerk I	10.73
01192 - Order Clerk II	13.16
01261 - Personnel Assistant (Employment) I	12.00
01262 - Personnel Assistant (Employment) II	14.18
01263 - Personnel Assistant (Employment) III	15.94
01264 - Personnel Assistant (Employment) IV	16.91
01270 - Production Control Clerk	14.59
01290 - Rental Clerk	13.69
01300 - Scheduler, Maintenance	13.69
01311 - Secretary I	14.74
01312 - Secretary II	16.64

01313 - Secretary III	19.51
01314 - Secretary IV	21.69
01315 - Secretary V	24.01
01320 - Service Order Dispatcher	13.69
01341 - Stenographer I	12.38
01342 - Stenographer II	14.56
01400 - Supply Technician	15.47
01420 - Survey Worker (Interviewer)	16.54
01460 - Switchboard Operator-Receptionist	11.38
01510 - Test Examiner	16.54
01520 - Test Proctor	16.54
01531 - Travel Clerk I	11.15
01532 - Travel Clerk II	11.87
01533 - Travel Clerk III	12.78
01611 - Word Processor I	12.01
01612 - Word Processor II	13.87
01613 - Word Processor III	16.54
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.49
03041 - Computer Operator I	13.64
03042 - Computer Operator II	16.28
03043 - Computer Operator III	18.88
03044 - Computer Operator IV	20.99
03045 - Computer Operator V	23.23
03071 - Computer Programmer I (1)	17.92
03072 - Computer Programmer II (1)	23.68
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	25.85
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	13.64
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	19.00
05010 - Automotive Glass Installer	14.13
05040 - Automotive Worker	14.16
05070 - Electrician, Automotive	15.82
05100 - Mobile Equipment Servicer	12.40
05130 - Motor Equipment Metal Mechanic	15.82
05160 - Motor Equipment Metal Worker	14.16
05190 - Motor Vehicle Mechanic	15.82
05220 - Motor Vehicle Mechanic Helper	11.49
05250 - Motor Vehicle Upholstery Worker	14.16
05280 - Motor Vehicle Wrecker	14.16
05310 - Painter, Automotive	15.00
05340 - Radiator Repair Specialist	14.16
05370 - Tire Repairer	11.65
05400 - Transmission Repair Specialist	15.62
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.43
07010 - Baker	10.68
07041 - Cook I	8.94
07042 - Cook II	10.50
07070 - Dishwasher	7.43
07130 - Meat Cutter	13.65
07250 - Waiter/Waitress	7.44

09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	15.48
09040 - Furniture Handler	10.26
09070 - Furniture Refinisher	15.48
09100 - Furniture Refinisher Helper	11.91
09110 - Furniture Repairer, Minor	13.71
09130 - Upholsterer	15.94
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.63
11060 - Elevator Operator	9.13
11090 - Gardener	12.62
11121 - House Keeping Aid I	7.42
11122 - House Keeping Aid II	8.37
11150 - Janitor	9.56
11210 - Laborer, Grounds Maintenance	10.13
11240 - Maid or Houseman	7.56
11270 - Pest Controller	12.35
11300 - Refuse Collector	11.40
11330 - Tractor Operator	12.66
11360 - Window Cleaner	9.90
12000 - Health Occupations	
12020 - Dental Assistant	14.14
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.10
12071 - Licensed Practical Nurse I	12.17
12072 - Licensed Practical Nurse II	13.64
12073 - Licensed Practical Nurse III	15.26
12100 - Medical Assistant	11.53
12130 - Medical Laboratory Technician	13.73
12160 - Medical Record Clerk	11.24
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	8.38
12222 - Nursing Assistant II	9.43
12223 - Nursing Assistant III	10.34
12224 - Nursing Assistant IV	11.60
12250 - Pharmacy Technician	12.48
12280 - Phlebotomist	11.95
12311 - Registered Nurse I	18.96
12312 - Registered Nurse II	22.34
12313 - Registered Nurse II, Specialist	22.34
12314 - Registered Nurse III	27.02
12315 - Registered Nurse III, Anesthetist	27.02
12316 - Registered Nurse IV	32.38
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	18.52
13011 - Exhibits Specialist I	16.04
13012 - Exhibits Specialist II	18.80
13013 - Exhibits Specialist III	22.99
13041 - Illustrator I	16.04
13042 - Illustrator II	18.80
13043 - Illustrator III	22.99
13047 - Librarian	20.51
13050 - Library Technician	10.80
13071 - Photographer I	13.61
13072 - Photographer II	16.55
13073 - Photographer III	19.17
13074 - Photographer IV	21.25

13075 - Photographer V	24.04	
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations		
15010 - Assembler	8.03	
15030 - Counter Attendant	8.03	
15040 - Dry Cleaner	10.45	
15070 - Finisher, Flatwork, Machine	8.03	
15090 - Presser, Hand	8.03	
15100 - Presser, Machine, Drycleaning	8.03	
15130 - Presser, Machine, Shirts	8.03	
15160 - Presser, Machine, Wearing Apparel, Laundry		8.03
15190 - Sewing Machine Operator	11.18	
15220 - Tailor	11.90	
15250 - Washer, Machine	8.88	
19000 - Machine Tool Operation and Repair Occupations		
19010 - Machine-Tool Operator (Toolroom)		15.48
19040 - Tool and Die Maker	18.95	
21000 - Material Handling and Packing Occupations		
21010 - Fuel Distribution System Operator	14.18	
21020 - Material Coordinator	16.82	
21030 - Material Expediter	16.82	
21040 - Material Handling Laborer	11.33	
21050 - Order Filler	10.36	
21071 - Forklift Operator	13.10	
21080 - Production Line Worker (Food Processing)		13.10
21100 - Shipping/Receiving Clerk	11.59	
21130 - Shipping Packer	11.59	
21140 - Store Worker I	9.16	
21150 - Stock Clerk (Shelf Stocker; Store Worker II)		12.97
21210 - Tools and Parts Attendant	13.35	
21400 - Warehouse Specialist	13.35	
23000 - Mechanics and Maintenance and Repair Occupations		
23010 - Aircraft Mechanic	19.81	
23040 - Aircraft Mechanic Helper	12.90	
23050 - Aircraft Quality Control Inspector	18.61	
23060 - Aircraft Servicer	14.85	
23070 - Aircraft Worker	15.82	
23100 - Appliance Mechanic	16.90	
23120 - Bicycle Repairer	11.39	
23125 - Cable Splicer	18.99	
23130 - Carpenter, Maintenance	16.39	
23140 - Carpet Layer	15.79	
23160 - Electrician, Maintenance	18.62	
23181 - Electronics Technician, Maintenance I		17.16
23182 - Electronics Technician, Maintenance II		22.01
23183 - Electronics Technician, Maintenance III		23.80
23260 - Fabric Worker	14.68	
23290 - Fire Alarm System Mechanic	17.46	
23310 - Fire Extinguisher Repairer	13.56	
23340 - Fuel Distribution System Mechanic	18.00	
23370 - General Maintenance Worker	15.36	
23400 - Heating, Refrigeration and Air Conditioning Mechanic		19.82
23430 - Heavy Equipment Mechanic	16.82	
23440 - Heavy Equipment Operator	16.36	
23460 - Instrument Mechanic	17.99	
23470 - Laborer	11.33	
23500 - Locksmith	16.90	

23530 - Machinery Maintenance Mechanic	20.41
23550 - Machinist, Maintenance	18.35
23580 - Maintenance Trades Helper	12.25
23640 - Millwright	18.65
23700 - Office Appliance Repairer	16.90
23740 - Painter, Aircraft	18.73
23760 - Painter, Maintenance	15.48
23790 - Pipefitter, Maintenance	18.78
23800 - Plumber, Maintenance	17.99
23820 - Pneudraulic Systems Mechanic	17.99
23850 - Rigger	17.99
23870 - Scale Mechanic	15.79
23890 - Sheet-Metal Worker, Maintenance	17.37
23910 - Small Engine Mechanic	14.60
23930 - Telecommunication Mechanic I	18.96
23931 - Telecommunication Mechanic II	19.99
23950 - Telephone Lineman	18.96
23960 - Welder, Combination, Maintenance	16.36
23965 - Well Driller	17.99
23970 - Woodcraft Worker	17.99
23980 - Woodworker	13.76
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.60
24580 - Child Care Center Clerk	13.33
24600 - Chore Aid	7.60
24630 - Homemaker	15.70
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	18.47
25040 - Sewage Plant Operator	16.76
25070 - Stationary Engineer	18.47
25190 - Ventilation Equipment Tender	12.80
25210 - Water Treatment Plant Operator	16.76
27000 - Protective Service Occupations	
(not set) - Police Officer	21.51
27004 - Alarm Monitor	9.77
27006 - Corrections Officer	15.25
27010 - Court Security Officer	17.33
27040 - Detention Officer	15.37
27070 - Firefighter	15.25
27101 - Guard I	9.55
27102 - Guard II	11.23
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.14
28020 - Hatch Tender	16.14
28030 - Line Handler	16.14
28040 - Stevedore I	15.30
28050 - Stevedore II	17.28
29000 - Technical Occupations	
21150 - Graphic Artist	18.91
29010 - Air Traffic Control Specialist, Center (2)	31.49
29011 - Air Traffic Control Specialist, Station (2)	21.71
29012 - Air Traffic Control Specialist, Terminal (2)	23.30
29023 - Archeological Technician I	15.79
29024 - Archeological Technician II	17.66
29025 - Archeological Technician III	21.87
29030 - Cartographic Technician	21.88

29035 - Computer Based Training (CBT) Specialist/ Instructor	25.85
29040 - Civil Engineering Technician	18.51
29061 - Drafter I	13.89
29062 - Drafter II	15.52
29063 - Drafter III	18.67
29064 - Drafter IV	21.88
29081 - Engineering Technician I	16.18
29082 - Engineering Technician II	16.24
29083 - Engineering Technician III	19.76
29084 - Engineering Technician IV	22.89
29085 - Engineering Technician V	25.36
29086 - Engineering Technician VI	28.69
29090 - Environmental Technician	19.74
29100 - Flight Simulator/Instructor (Pilot)	30.38
29160 - Instructor	24.22
29210 - Laboratory Technician	18.29
29240 - Mathematical Technician	21.88
29361 - Paralegal/Legal Assistant I	18.81
29362 - Paralegal/Legal Assistant II	22.31
29363 - Paralegal/Legal Assistant III	27.20
29364 - Paralegal/Legal Assistant IV	33.01
29390 - Photooptics Technician	21.88
29480 - Technical Writer	24.92
29491 - Unexploded Ordnance (UXO) Technician I	20.02
29492 - Unexploded Ordnance (UXO) Technician II	24.22
29493 - Unexploded Ordnance (UXO) Technician III	29.03
29494 - Unexploded (UXO) Safety Escort	20.02
29495 - Unexploded (UXO) Sweep Personnel	20.02
29620 - Weather Observer, Senior (3)	19.32
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.72
29622 - Weather Observer, Upper Air (3)	14.72
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	16.73
31260 - Parking and Lot Attendant	7.83
31290 - Shuttle Bus Driver	13.20
31300 - Taxi Driver	9.34
31361 - Truckdriver, Light Truck	13.20
31362 - Truckdriver, Medium Truck	13.68
31363 - Truckdriver, Heavy Truck	16.38
31364 - Truckdriver, Tractor-Trailer	16.38
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.87
99030 - Cashier	8.20
99041 - Carnival Equipment Operator	10.24
99042 - Carnival Equipment Repairer	11.04
99043 - Carnival Worker	7.87
99050 - Desk Clerk	8.74
99095 - Embalmer	18.23
99300 - Lifeguard	10.53
99310 - Mortician	18.23
99350 - Park Attendant (Aide)	13.51
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.67
99500 - Recreation Specialist	10.18
99510 - Recycling Worker	12.89
99610 - Sales Clerk	11.81
99620 - School Crossing Guard (Crosswalk Attendant)	9.83

99630 - Sport Official	10.52
99658 - Survey Party Chief (Chief of Party)	16.18
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.52
99660 - Surveying Aide	10.60
99690 - Swimming Pool Operator	9.58
99720 - Vending Machine Attendant	9.93
99730 - Vending Machine Repairer	12.35
99740 - Vending Machine Repairer Helper	9.83

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.01 per hour or \$120.40 per week or \$521.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE
{Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.